

To note

5

Quantitative Data

Issue

1. At the Expert Advisory Group meeting on 27 March 2013, the group wanted to capture data on the number of doctors practicing in general areas of medicine.

Discussion point

2. To note the data collected from various sources including the BMA, Royal Colleges and Foundation Programme Office (paragraphs 5 to 31).

Further information

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Background

4. At the last EAG meeting, you asked us to capture evidence on the kinds of doctors and numbers currently in the workforce. You were particularly interested in the numbers of doctors practising in the general areas of their specialty. We have explored some of the data already collected by a number of Royal Colleges, the BMA and Foundation Programme Office on training and consultant numbers in each of the specialities and have highlighted the most appropriate data below.

Discussion

General specialists by college

5. The Royal College of Obstetricians and Gynaecologists (RCOG) produced a report on the medical workforce in May 2011¹ and collected data on the number of consultants in different types of practice and settings.

Type of Practice	Number of Consultants
Both obstetrics and gynaecology	1471
Gynaecology only	416
Obstetrics only	241
(not answered)	58
TOTAL	2186

Primary post	Consultants practising
NHS Clinical	2013
Academic	91
Locum	60
Community gynaecologist	22
TOTAL	2186

6. The report also captured the number of doctors in specialty training in numbered training posts. The table below shows the number of doctors in training (ST1 – ST7) in each sub-specialty, including those from overseas.

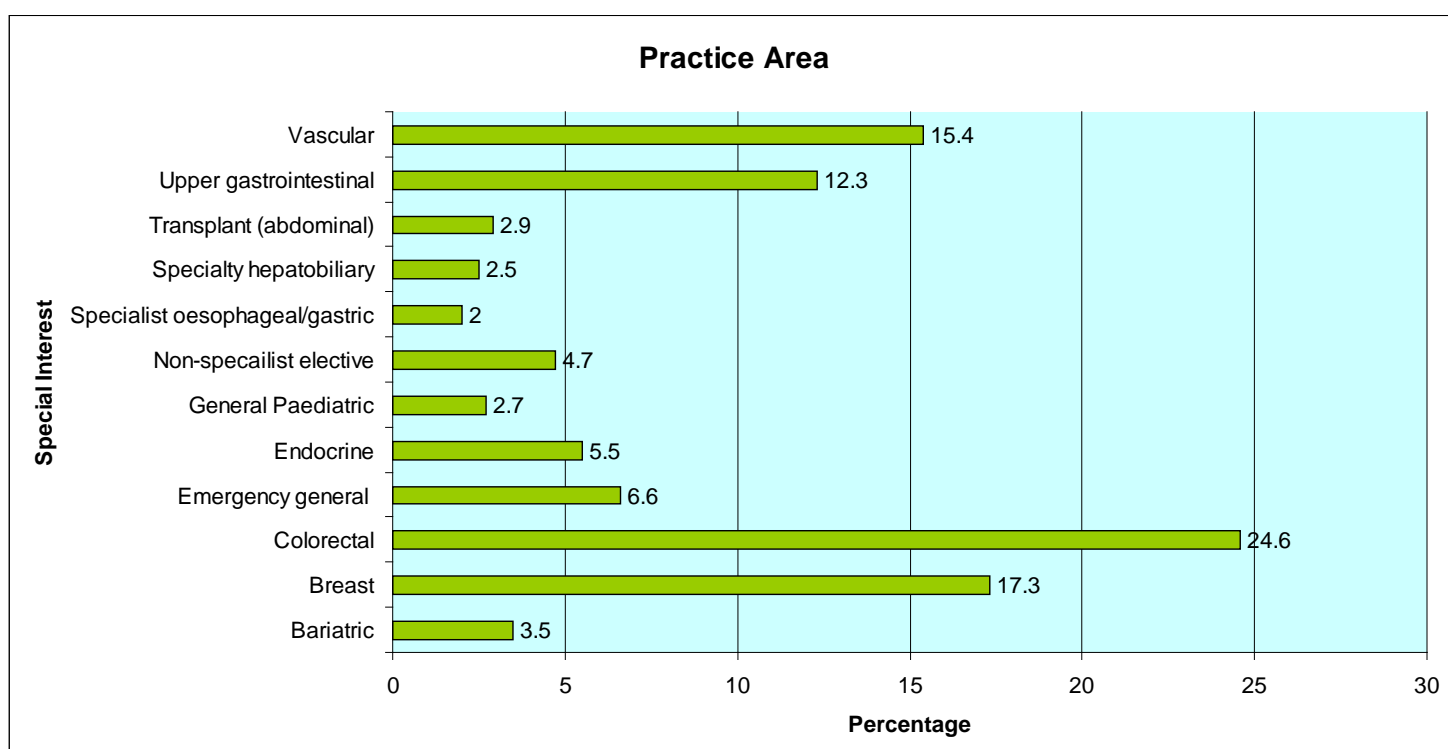
Subspecialty	Pure subspec	Special interest	Overseas
Sexual and Reproductive Health	29	0	0
Reproductive Medicine	53	16	11
Fetal Medicine	74	34	13
Gynaecological Oncology	95	7	12
Urogynaecology	17	12	3

¹ Medical workforce census, Royal College of Obstetricians and Gynaecology - <http://www.rcog.org.uk/files/rcog-corp/Medical%20Workforce%20Census%202011.pdf>

7. The Royal College of General Practitioners in 2012 produced a compendium of evidence on 'Patients, Doctors and the NHS in 2022'². The report highlighted the increase on GP numbers over six years. The report highlighted the following:

- The number of full-time-equivalent (FTE) general practitioners in England increased from 28,854 in 2001 to 35,319 in 2011.
- Between 2010 and 2011, the increase was only 0.2%. In Wales, the number of whole-time-equivalent (WTE) general practitioners increased from 1775 in 2006 to 1867 in 2011, a total of 5.2%.
- In Scotland, the headcount number of general practitioners (but not the number of whole-time-equivalents) increased by 8.8% between 2005 and 2010, and in Northern Ireland over the same period the headcount number of general practitioners rose by 7%.

8. The Royal College of Surgeons of England, surgical workforce report in 2011³ detailed the numbers of surgeons practising in each speciality. The table below shows the percentage of general surgeons working in an area of specialist interest.



² Patients, Doctors and the NHS in 2022, Compendium of Evidence Royal College of General Practitioners - <http://www.rcgp.org.uk/policy/rcgp-policy-areas/~media/Files/Policy/2022%20compendium%20of%20evidence.ashx>

³ Surgical workforce 2011, Royal College of Surgeons - <http://www.rcseng.ac.uk/surgeons/working/docs/2011-surgical-workforce-census-report>

9. There were 1,910 consultant general surgeons working in the NHS in England in 2011, making them one of the two most common types of consultant surgeon in the UK, 25 per cent of the total. The other large surgical speciality is trauma and orthopaedics.

10. There are 19,116 surgeons currently practicing in England – of which 7,537 are consultants, 8,827 trainees and 2,752 in specialist or non-training grades. In Wales there are approximately 1,484 surgeons including 466 consultants.

11. The table below details the number of consultant surgeons working in each of the surgical specialties by region.

Specialty	England	Wales	Northern Ireland	TOTAL
Cardiothoracic Surgery	322	13	9	344
General Surgery	2052	133	88	2273
Neurosurgery	246	11	8	265
Oral and Maxillofacial Surgery	336	31	9	376
Otorhinolaryngology	583	44	31	658
Pediatric Surgery	146	6	6	158
Plastic Surgery	357	14	10	381
Trauma and Orthopaedic Surgery	2089	142	55	2286
Urology	733	44	22	799

RCS surgical database, RCS census 2011, surgical specialty associations

12. The Royal College of Psychiatrists produced a census in 2011⁴, detailing the number of consultant, trust, specialty, staff grade and associate specialist posts per specialty. The data is UK wide. Below we look at the current consultant posts in General and Community Psychiatry by region.

⁴ Census 2011, Workforce Figures for Consultant and Trust Doctor, Specialty Doctor, Staff Grade, Associate Specialist Psychiatrists, Royal College of Psychiatrists - <http://www.repsych.ac.uk/pdf/Census%20Results%202011.pdf>

Consultants General and Community Psychiatry	Substantive Whole Time Posts			Substantive Part Time Posts			Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of Posts			FT			PT			Number of Posts		
Division	M	F	T	M	F	T	M	F	T	M	F	T	FT	PT	T
Eastern	95	38	133	7	11	18	6	4	10	3	2	5	4	0	4
London	124	56	180	48	41	89	16	12	28	11	10	21	1	2	3
North West	135	38	173	20	42	62	13	3	16	8	1	9	8	3	11
Northern and Yorkshire	123	35	158	7	22	29	17	3	20	1	3	4	11	0	11
South Eastern	137	48	185	21	42	63	17	8	24	5	8	13	2	1	3
South West	92	29	121	11	12	23	11	5	16	15	15	30	2	0	2
Trent	118	31	149	6	13	19	8	2	10	11	2	13	3	1	4
West Midlands	121	31	152	9	21	30	9	4	13	12	13	25	9	3	12
Northern Ireland	22	17	39	3	12	15	4	0	4	9	0	9	2	0	2
Wales	46	16	62	9	12	21	7	3	10	1	0	1	2	1	3

13. The table below identifies the number of posts in General and Community Psychiatry for trust, specialty, staff grade and associate specialists doctors by region.

Trust doctor, Specialty doctor, Staff Grade, Associate Specialist General and Community Psychiatry	Substantive Whole Time Posts			Substantive Part Time Posts			Locum Posts						Vacant or Unfilled		
	Number of Posts			Number of Posts			FT			PT			Number of Posts		
Division	M	F	T	M	F	T	M	F	T	M	F	T	FT	PT	T
Eastern	60	49	109	3	10	13	2	1	3	1	1	2	3	2	5
London	87	73	160	4	16	20	10	0	10	1	0	1	3	3	6
North West	39	20	59	3	4	7	19	8	27	0	0	0	10	3	13
Northern and Yorkshire	32	5	37	3	14	17	7	0	7	1	0	1	12	0	12
South Eastern	53	41	94	5	14	19	7	3	10	1	1	2	4	0	4
South West	22	8	30	6	24	30	3	0	3	1	1	2	0	0	0
Trent	22	14	36	1	3	4	7	1	8	1	10	11	11	1	12
West Midlands	93	40	133	5	21	26	22	0	22	0	0	0	19	0	19
Northern Ireland	4	7	11	1	9	10	0	3	3	0	5	5	1	2	3
Wales	23	13	36	3	3	6	7	1	8	0	0	0	5	4	9

14. In 2011, The Royal College of Pediatrics and Child Health produced a report on the findings of their 2009 census on the medical workforce⁵. Clinical Directors/Leads were asked to identify all the general acute, neonatal and combined general/neonatal rotas in their service.

⁵ RCPCH Medical Workforce Census -

http://www.rcpch.ac.uk/system/files/protected/page/RCPCH_WC_2009_txt.pdf

15. The table below shows the number of rotas and whole time equivalents for each tier of the rota in each country.

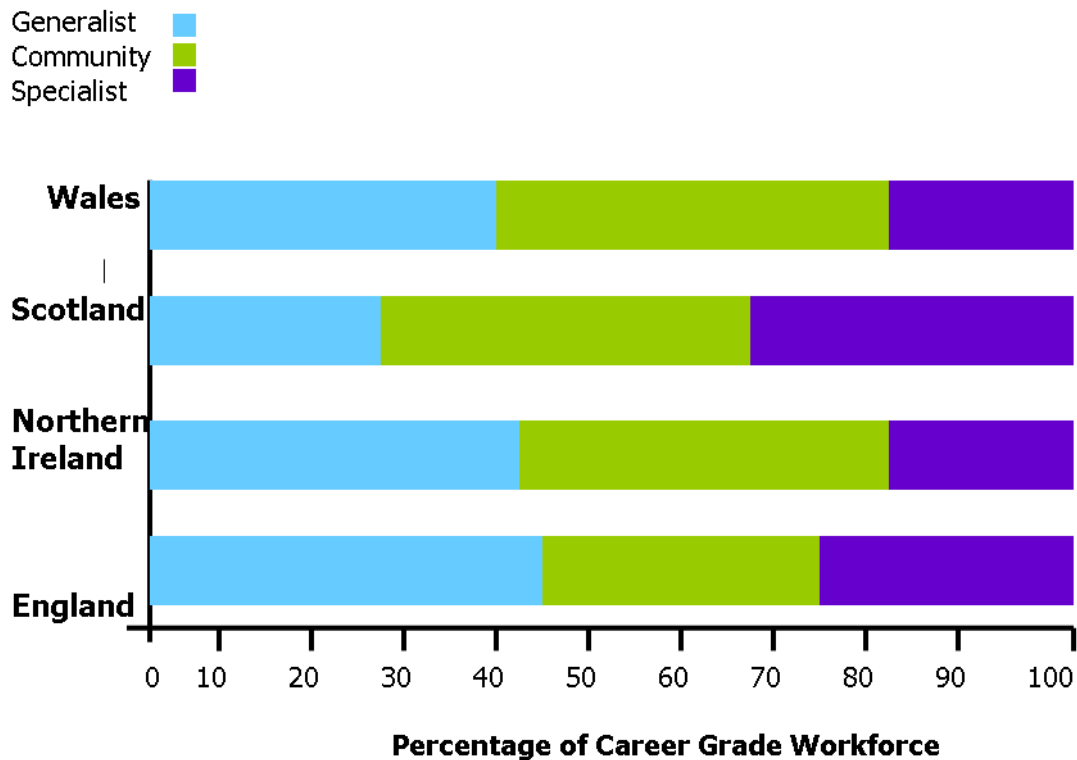
Tier & Service	England		Northern Ireland		Scotland		Wales	
	Rotas	Staff wte	Rotas	Staff wte	Rotas	Staff wte	Rotas	Staff wte
Tier 3 (Consultant)								
General	65	459.6	2	11	5	50.0	3	20
General/Neonatal	102	664.7	6	36	9	65.2	10	59.5
Neonatal	61	351.8	1	5.5	7	42.5	3	16.8
Tier 2 (Middle Grade)								
General	63	591.5	0	0	10	86.8	3	25.6
General/Neonatal	109	893.3	5	37.9	4	25	9	60.3
Neonatal	53	447.9	1	8	10	74.6	3	21.7
Tier 1 (Junior)								
General	89	801.9	4	35	9	82	6	47.2
General/Neonatal	85	752.6	5	37	6	34	7	53.1
Neonatal	74	602.0	1	8	6	38.5	5	40

16. The census identified that there were 1375 career grade paediatricians who either spent 100% of their time in the community or were community paediatricians with a special interest, which is an increase from 1313 in 2007. It also identified that there were 1224 100% general paediatric consultants in the career grade workforce, 37.5% of the overall total compared to 38.6% in 2007. The table below presents these findings in more detail.

	Consultant	SSASG	Other Grades	Total
Specialist in Tertiary Centre	1010	0	0	1010
Specialist in DGH/Other Centre working in network	197	0	0	197
100% General Paediatrician	1224	411	217	1952
75% General/25% Community	86	22	2	110
50% General/50% Community	85	12	7	104
75% Community/25% General	98	38	5	141
100% Community	513	789	9	1311
Community Paediatrician with special interest	51	13	0	64
Total	3264	1285	240	4789

17. The graph below shows the percentage of the career grade work force in each type of paediatric job, by country.

Job Type by Country



18. The highest proportion of the career grade workforce in England is made up of general paediatricians at 43.4%, whereas only 29.2% of the workforce in Scotland is made up of general paediatricians, yet England has the lowest number of career grade doctors working in the community, 30.7% compared to 39.4% in Scotland, 40.9% in Wales and 42.2% in Northern Ireland.

19. In 2011 The Royal College of Physicians published a census of Consultant Physicians and Medical Registrars in the UK⁶. This census captured information on the consultant workforce. The below table shows the number of consultants in each specialty by region.

Specialty	England	Wales	Northern Ireland	Scotland	Total
Acute medicine	261	15	8	11	295
Allergy	28	-	-	-	28
Audiovestibular medicine	41	2	1	2	46

⁶ Consultant Physicians and Medical Registrars Census 2011 - http://www.rcplondon.ac.uk/sites/default/files/census_of_consultant_physicians_and_medical_registrars_in_the_uk_2011_1_0.pdf

Cardiology	858	56	25	77	1016
Clinical genetics	163	13	6	27	209
Clinical neurophysiology	105	4	2	9	120
Clinical pharmacology and therapeutics	53	5	1	14	73
Dermatology	596	37	18	74	725
Endocrinology and diabetes mellitus	658	41	22	75	796
Gastroenterology	866	50	32	88	1036
General (internal) medicine	150	11	8	39	208
Genitourinary medicine and HIV/AIDS	364	10	5	16	395
Geriatric medicine	981	70	42	129	1222
Haematology	725	46	21	91	883
Hepatology	69	1	1	3	74
Immunology	63	2	3	2	70
Infectious diseases and tropical medicine	128	4	1	21	154
Intensive care medicine	67	8	1	8	84
Medical oncology	304	13	7	28	352
Medical ophthalmology	11	-	-	2	13
Metabolic medicine	19	1	1	1	22
Neurology	595	26	15	58	694
Nuclear medicine	64	-	-	8	72
Paediatric cardiology	76	3	3	6	88
Palliative medicine	387	29	16	42	474
Rehabilitation medicine (inc spinal paralysis)	13	7	5	22	167
Renal medicine	430	27	19	64	540
Respiratory medicine	891	55	30	88	1064
Rheumatology	619	34	20	50	723
Sport and exercise medicine	6	-	1	-	7
Stroke medicine	147	3	-	10	160
TOTAL	9858	573	314	1065	11810

20. The census highlights a number of interesting statistics particularly around acute and general (internal) medicine. The total number of consultants in acute medicine and general (internal) medicine is 503 compared with 437 in 2010. The census emphasises the expansion in acute medicine since 2010, with an expansion rate of 82%, yet the number of consultants in general (internal) medicine has fallen by 24%.

21. The census also captured evidence on the amount of acute care being delivered by other specialties. Interestingly 89% of acute medical care is delivered by consultants whose main specialties are not acute medicine. Specialties with the highest number of consultants delivering acute medical care included: clinical pharmacology and therapeutics, endocrinology, geriatric medicine, respiratory, stroke and gastroenterology.

Career destinations

22. In 2012 The UK Foundation Programme Office published a report on the findings from the National F2 Career Destination Survey. The report provides information on the career destinations of F2 doctors and the proportion of F2 doctors progressing to general practice training.

23. Those responding to the survey include 6,658 foundation doctors on the Foundation Programme and 433 doctors on the Academic Foundation Programme.

24. The table below compares the career destinations of F2 doctors in 2012 and 2011.

Destinations for F2 doctors	2012	2011
Specialty training in UK – run-through training programme	33.5	34.0
Specialty training in UK – core training programme	30.5	34.0
Specialty training in UK – academic programme	1.6	1.5
Specialty training in UK – fixed term specialty training appointments	0.8	1.1
Specialty training in UK – deferred for higher degree	0.1	0.1
Specialty training in UK – deferred for statutory reasons	0.5	0.5
Sub-total for speciality (inc GP) training in UK	67.0	71.3
Locum appointment for training in UK	0.7	0.4
Specialty training outside UK	1.1	0.8
Service appointment in UK	3.3	2.3
Other appointment outside UK	6.6	7.4
Still seeking employment as doctor in UK	7.4	6.3
Still seeking employment as doctor outside UK	5.5	3.7
Not practising medicine – career break	6.1	4.6
Not practising medicine -permanently left profession	0.2	0.1
Other (e.g anatomy demonstrator, higher education)	1.9	3.0

25. The table below shows the percentage of respondents by foundation school who reported they were appointed to specialty training, general practice and core psychiatry training programmes.

Foundation School	Total % appointed to Specialty Training (inc GP) in UK	Total % appointed to GP in UK	Total % appointed to Psychiatry in UK
Birmingham	83.7	29.5	3.2
Black Country	74.8	33.8	0.7
Coventry & Warwick	83.5	29.7	6.6
East Anglia	77.3	24.8	0.0

Hereford & Worcester	67.2	40.3	3.0
LNR	82.8	21.6	2.2
Mersey	63.1	21.4	3.7
Northern Ireland	64.0	16.9	4.2
North Central Thames	71.5	19.2	1.2
North East Thames	66.9	25.6	3.3
North West Thames	72.9	18.1	2.0
North Western	68.7	31.9	2.3
Northern	65.8	19.7	4.4
North Yorkshire East Coast	71.5	31.5	3.6
Oxford	76.7	26.9	4.5
Peninsula	59.6	25.1	3.3
South Thames	62.0	23.2	2.6
South Yorkshire	69.8	22.7	3.5
Scotland	61.7	21.3	3.4
Severn	48.3	16.4	3.1
Staffordshire	80.6	30.6	8.2
Trent	74.0	27.5	3.4
West Yorkshire	69.9	33.4	5.7
Wales	57.4	23.6	2.0
Wessex	59.1	20.8	4.1
UK TOTAL	67.0	24.2	3.1

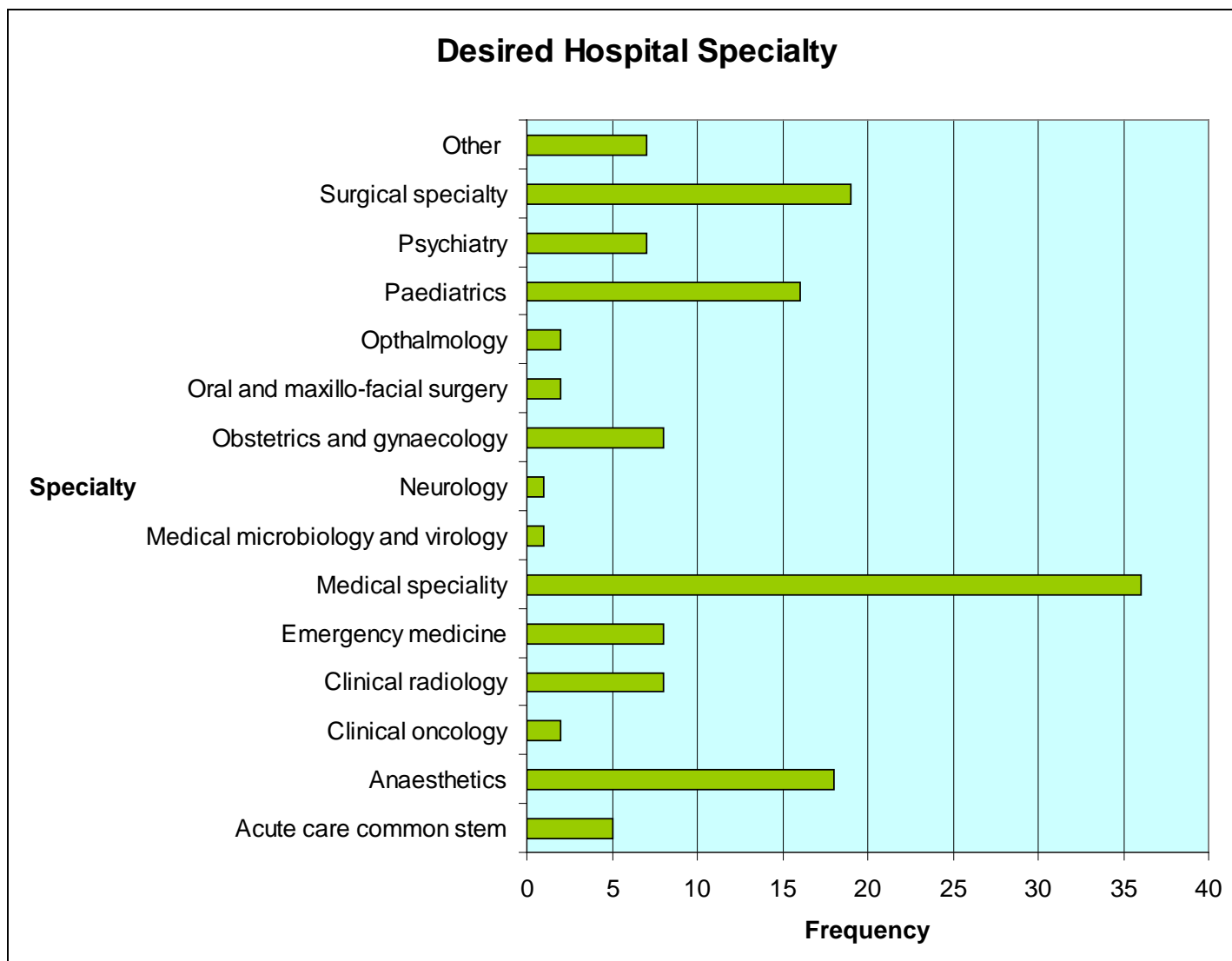
26. The results indicate that significantly less F2 doctors are appointed to general practice and psychiatry training than are appointed to other specialty training programmes.

27. In 2012 the BMA published a Career Choices report⁷, based on the findings from their cohort studies. The cohort study is a 10 year longitudinal study of 431 doctors who graduated from UK medical schools in 2006.

28. The report provides information on the career aspirations of the new generation of doctors and looks at the factors which influence career decisions.

⁷ Career Choices, Findings from BMA cohort studies - <http://bma.org.uk/working-for-change/negotiating-for-the-profession/workforce/cohort-study>

29. The below graph details the desired career specialities of respondents.



30. Respondents were asked to indicate their desired career practice. The results of those responding to this question are found in the table below.

Type of practice	Female	Male	Total
Hospital practice	75	62	140
General practice	53	19	72
Public health	1	2	3
Community health	1	0	1
Research/academic medicine	4	5	9
Other	3	1	4
Total	137	89	226

31. The study also explored factors which influence career change. The below table looks at the factors which encourage doctors to reconsider their existing choice of specialty.

Factor	Respondents ranking factor in first position	Number of respondents	Rank
Improved quality of life through working in a different specialty	44	75	1
Being able to remain in a specific location/region	21	58	2
National unemployment in your specialty	38	56	3
Local unemployment in your specialty	9	39	4
Being able to secure a post in your desired grade	6	28	5
Guarantee of being able to train/work on a less than full time basis	2	28	6
Financial incentive to re-train in shortage specialties	4	24	7
Opportunities for research/academic work	5	20	8
Availability of late entry to specialty training for related specialties	2	19	9
Opportunities to instigate and lead positive changes	1	12	10

32. **Discussion point 1:** To note the data collected from various sources including the BMA, Royal Colleges and Foundation Programme Office.

Summary

33. There are large numbers of consultants working as generalists within their specialty. For example, there are a large number of consultants working within general surgery and 1 952 consultants with 100% commitment to general paediatrics. Despite the number of GP's across the four countries rising in the last 10 years, the data indicates a lack of specialists working within the community service. But some specialities may be able to cope with demands for more community care of the future, as the data from RCPCH shows there are already 1 375 consultants with 100% commitment to working in the community.

34. Also by looking at the data from the F2 career destination survey and the BMA cohort study, we are not recruiting enough numbers into general practice and the community.

35. The RCPCH Medical Workforce census highlights that doctors in training are providing the largest proportion of generalist care.